Work Relative Value Unit (wRVU) is the measure of clinical productivity for all personally performed professional services.

The annual level of wRVU productivity beyond which Clinical Productivity-Based Compensation may be earned by a physician. The wRVU Target is determined by dividing the sum of the physician's Clinical Base Salary and the physician's maximum potential Value-Based Compensation by a designated Base Rate per wRVU.
The base rate per wRVU is set by the Compensation Oversight Committee and is based on specialty area. The base rate per wRVU is determined by the Compensation Oversight Committee and is based on specialty area.

**Base Rate per wRVU**

\[ \text{wRVU Target} = \text{Physician Group Total Clinical Base Salaries} + \text{Maximum Value-Based Compensation} \]

**wRVU Targets will vary by physician group and are calculated as follows:**

The base rate per wRVU is set by the Compensation Oversight Committee and is based on specialty area and academic rank.

\[ \text{wRVU Target} = \text{Clinical Base Salary} + \text{Maximum Value-Based Compensation} \]

**wRVU Targets will vary by physician and are calculated as follows:**